

Descriptor Term:  
PROHIBITION AGAINST RETALIATION

Descriptor Code:  
1.7600/7.2800

Legal References: Sarbanes-Oxley Act, 18 U.S.C. 1513(e); G.S. 126-85

Cross References: 1.7100 Prohibition Against Discrimination, Harassment and Bullying;  
1.7200/4.3501/7.1512 Discrimination, Harassment, Bullying and Other  
Harassment Complaint Procedures; 1.7420/5.0600 Responding to  
Complaints; 1.7500/7.1500 Employee Grievance Procedure;  
1.7550/4.3500 Student Grievance Procedure

The board of education prohibits and will not tolerate any form of reprisal, retaliation or discrimination against any employee who (1) in good faith, has made or intends to make a report that there has been a violation of federal, state or local law, regulation, board or public policy due to a practice, policy, act or omission of the board of education, of a school system employee or of an entity/person with whom the school system has a business relationship; or (2) has refused to carry out a directive which may constitute a violation of state or federal law, rule or regulation or poses a substantial or specific danger to public health and safety.

An employee who reasonably believes that any such violation exists may file a written grievance in accordance with board policy.

The provisions of this policy apply only to those situations in which an employee brings the alleged unlawful activity, policy or practice to the attention of school officials or the board and provides school officials or the board with a reasonable opportunity to investigate and correct the alleged unlawful activity. If necessary, school officials or the board may specify reasonable steps to protect the complaining employee from retaliation.

Each employee shall receive a copy of this policy and shall sign a statement verifying his/her receipt and understanding of this policy.